NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE bulletin

CONVENTION 2007

Biennial General Meeting 2007

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2007, will take place April 10-13 at the Holiday Inn in St. John's. Approximately 85 delegates will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2007-09 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for the Provincial Executive of the Association. Candidates for Provincial Executive are indicated throughout this issue of *The Bulletin*.

In addition to delegates representing NLTA's 51 branches, observers representing the Association's Special Interest Councils will also be in attendance. Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft, Barnes and Allan Bishop Awards, the President's Award, and the conferring of Honorary Membership in the Association.

Editor's Note:
Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.

CONTENTS

2007 BGM Agenda 3

Candidates for Executive 4

Resolutions to Convention 9

Proposed NLTA By-Law Changes . . 13

Delegates to Convention 18

THE bulletin

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2007 Biennial General Meeting
AGENDA

Tuesday, April 10, 2007

3:00 pm Orientation Session (For new delegates, alternates and observers)
4:00 pm Registration
6:00 pm Budget Briefing Session
7:00 pm "Meet the Candidates" Session
- A. Election Statements by Provincial Executive Candidates

Wednesday, April 11, 2007

8:00 am Registration (cont'd)
8:30 am Opening Session (Chairperson: Sean Noah, Vice-President)
- A. O Canada / Ode to Newfoundland
- B. Chairperson's Remarks
- C. Greetings from the Dept. of Education
- D. President's Address – NLTA President, Kevin Foley

10:15 am Break
10:30 am First General Session (Chairperson: Kevin Foley, President)
- A. Adoption of Agenda
- B. Appointment of Convention Committees
- C. Convention Policies
  - 1. Rules of Procedure
  - 2. Convention Expenses
  - 3. Processing of Resolutions
- D. Minutes of 2005 BGM
  - 1. Adoption
  - 2. Business Arising from 2005 Convention
    - a) Report on Resolutions from the 2005 BGM
- E. 1. Proposed By-Law Changes from Executive
  - a) By-Law IX.E.(3) - Local or Regional Branches and Special Interest Councils [Special Interest Councils]; By-Law X - Convention; By-Law XI.C. - Nominations and Election for Executive
  - b) By-Law XII.A.(3) and (4) - Nominating and Election Procedures for Officers
  - c) By-Law XII.B - Nominating and Election Procedures for Officers
  - d) By-Law XII.D.(6) - Nominating and Election Procedures for Officers [Balloting]
  - e) By-Law XXII. - Membership Standards & New By-Law XXIII - Discipline
  - 2. Proposed By-Law Changes from Branches
  - a) By-Law XII.D.(4), (5) and (6) - Nominating and Election Procedures for Officers [Balloting]
  - b) By-Law XIII.A.(3) - Duties of Officers [Office of the President]
  - c) By-Law XIII.A.(3) - Duties of Officers [Office of the President]
- F. Discussion of Resolutions

12:30 pm Honorary Member Luncheon
2:30 pm Second General Session
- A. Minute of Silence in Memory of Deceased Teachers
- B. Greetings: NLSBA and NLADE
- C. Theme Presentation - "Threats to Quality Public Education" (John Staple, CTF Deputy Secretary General)

Closed Session - Delegates/Teachers
- D. Group Insurance Auditors' Report and Budgets
- E. Financial Reports: 1. Auditors' Report; 2. Financial Statement
- F. Tabling of 2007-08 and 2008-09 Budgets
- G. Internal/External Review of NLTA Operations

Open Session
- H. Mid-Year Report to BGM
- I. Discussion on Resolutions

5:30 pm Recess

Thursday, April 12, 2007

8:30 am Third General Session
- A. Report of Electoral Committee
- B. Election of 2007-09 NLTA Executive
- C. Report on 2005-07 NLTA Priorities
- D. Discussion on Resolutions

10:30 am Break
10:45 am
- E. Canadian Teachers' Federation – Winston Carter, CTF President
- F. RTANL – Don Case, President
- G. Address by President-Elect – Sean Noah
- H. Address by Vice-President Elect – Lily B. Cole
- I. Report of Electoral Committee (cont'd)
- J. Discussion on Resolutions

12:30 pm Awards Luncheon
2:30 pm Fourth General Session
- A. Greetings: Memorial Faculty of Education and NL Federation of School Councils

Closed Session - Delegates/Teachers
2:45 pm Special Session - Teacher/School Safety
4:15 pm Break
4:30 pm B. 2007-08 and 2008-09 Budgets
6:00 pm Recess
7:30 pm Fifth General Session (If Required)
Open Session
- A. Discussion on Resolutions

Friday, April 13, 2007

8:30 am Sixth General Session [Closed Session]
- A. Group Insurance Market Study

Open Session
- B. Policy Changes from Executive/Joint Council
- C. Discussion on Resolutions
- D. Resolutions from the Floor

10:30 am Break
10:45 am Final Session
- A. President's Closing Remarks
- B. Installation of New President
- C. Discussion on Resolutions
- D. Reports: 1. Scrutineers Committee; 2. Publicity Committee; 3. Steering Committee
- E. New Business
- F. Date of Next Convention

1:00 pm G. Closing of Convention

Candidates for Executive

James Dinn

Education
- B.A., B.Ed., Memorial University (1981)
- M. Ed., Mount St. Vincent (1998)

NLTA Experience
- 1992-98: Southern Shore Branch Executive
- 1994-98: President, Southern Shore Branch
- 1998-2005: St. John's Centre Branch Executive
- 2001-03: Vice-President, St. John's Centre Branch
- 2003-05: President, St. John's Centre Branch
- 2005-Present: NLTA Executive Council
- 2005-06: Chairperson, Substitute Teachers Ad Hoc Committee
- 1998-Present: Member, planning committee for St. John's Centre Funspiel and year end teachers' social
- Member, Host Committee for CTF Convention
- CONTACT 2003 & 2004

Election Statement

Since 2005 I have served as a member of the NLTA executive, and I hope with your support to continue working on behalf of teachers.

My involvement with the Association began in the 1990s, and I've been guided by this question ever since: What am I prepared to do to improve our professional lives? It's a question I asked myself as I travelled the province campaigning for vice-president these past few months.

I work for teachers because I care about the plight of teachers and want to make a difference. As a member of the Provincial Executive and as a recent vice-presidential candidate I have had the opportunity to speak with teachers across this province.

Regardless of our geographical location or school size we are united by our professionalism and concern for students. Regardless of where we teach we face workload issues that can detract from the joy of teaching. Campaigning reinforced my belief that we need to speak about issues that matter. The public needs to hear our stories, and government needs to see that we are willing to speak with one voice.

In one school I visited, I watched one Kindergarten student tug on her teacher's shirt until she got the teacher's attention. I really believe that we must be just as persistent in advocating for ourselves.

I'm involved with the NLTA because I'm passionate about our Association. I'm passionate about the issues facing teachers. I'm passionate about addressing these issues. I'm passionate about advocating for teachers. Those who know me know this.

What am I prepared to do? As a member of the Executive I will continue to speak on your behalf, to give voice to your concerns, to listen and take action.

Derek Drover

Originally from Upper Island Cove, Conception Bay, Derek attended high school at Ascension Collegiate in Bay Roberts. After graduating, Derek went on to attend Memorial University of Newfoundland, graduating with Bachelors of Arts and Education degrees in 1990. Derek majored in French, and began teaching in 1990 at Victoria Academy in the south coast community of Gaultois. From early in his career, Derek actively engaged in community leadership positions, as well as assuming responsibility for a variety of activities at school. Derek also served as a member of the student retention committee of the previous Baie d'Espoir, Hermitage, Fortune Bay Integrated School Board and served as a member of the Administrator's Representative Council of the former Baie Verte Central Connaigre School District (BVCC). In 2003, Derek was awarded the Distinguished School

Administrator of the Year award by BVCC and the School Administrator Council – Regional #5. Derek became principal of Victoria Academy in 2000 and is currently completing his Masters of Education (Leadership) from MUN.

Early in his career, Derek became actively involved in the NLTA as a member of the executive for the Seagaulher Branch representing teachers in the communities of Seal Cove, Hermitage, and Gaultois. Derek has served as political action officer, vice-president, and since 1999 – branch president. In addition, Derek participated in the Information and Communication Technology Pilot Project with the Virtual Teacher Centre and has been a member of the executive of the Small Schools Special Interest Council. In 2002, Derek and a team of small school administrators presented to the Study Group on Hours of Work for Secretaries and Maintenance/Janitorial Employees to provide input into the importance of the allocation of these resources to schools.

"As a teaching principal and a parent of two young children, I believe that workload continues to be the most pressing issue for teachers. The dynamics of teaching are constantly changing and the resilience of teachers and administrators are evident as they continue to strive to improve teaching and learning. The ISSP/Pathways and the Teacher Allocation Commissions hold promise for addressing some of these workload issues, however we must continue to be proactive. Fellow colleagues, as an association and as a union we must continue to advocate through collaborative efforts with stakeholders in education the importance of teacher workload and its impact on teaching and learning."

Dean Ingram

Academic/Teaching

- B.Sc., B.Ed., MUN, 1992
- M.Ed. (Leadership), MUN, 2001
- 2006-Present: Science Department Head, Discovery Collegiate, Bonavista
- 2005-06: Assistant Principal, Discovery Collegiate, Bonavista
- 2001-05: Teaching-Principal, Swift Current Academy
- 1993-2001: Science Teacher, Bishop White All Grade, Port Rexton
- 1992-93: Science Teacher, Dorset Collegiate, Pilley's Island

NLTA Involvement

- 2005-07: Chair, Finance and Property
- 2006-07: Chair, Ad Hoc Committee on Teacher Wellness
- 2004-Present: Group Insurance Trustee
- 2003-05: Member of Finance and Property, Pooled Investment Fund Committee, Member of Deferred Salary Leave Committee
- 2003-Present: Member of Provincial Executive
- 2002-03: Vice President, Clarenbridge Branch
- 2002-03: Member of Planning Committee for SAC AGM 2002 & 2003
- 2001-02: Political Action Officer, Clarenbridge Branch
- 2001-02: Member of Collective Bargaining Committee
- 1998-2000: Branch President, Trinity, T. Bay Branch
- 1996-98: Communications Officer, Trinity, T. Bay Branch
- 1993-98: Branch President, Trinity, T. Bay Branch

Hi! My name is Dean Ingram and I have decided to offer myself for re-election to Provincial Executive. Presently I am residing in Clarenville with my wife of ten years and our son Michael, aged 5.

My NLTA involvement has spanned my entire 15-year career. The exact details I have outlined above. During that time I have gained an appreciation of the issues and challenges facing the teachers in this province. Urban or rural, large or small – all schools and all teachers in this province are being taxed as never before. We are overburdened and are having to make sacrifices that affect our families. This has to change. The days of deciding whether to be a good teacher or a good husband or wife, father or mother, son or daughter must end.

For the past four years I have had the opportunity to act as a strong voice and advocate for the teachers of this province regardless of age or size of the school in-which they find themselves. I humbly ask for your support so that I can continue to act as that voice. See you at the BGM.

Glenn MacArthur

NLTA Involvement

- Ingornachoix Branch, Port Saunders: Political Action Officer (1992-94), Vice President (1994-95), President (1995-96), Secretary-Treasurer (1996-98), President (1998-2000, then moved to Corner Brook)
- Humber Branch, Corner Brook: Treasurer (2001-Present)
- Delegate to Convention (1994-96, 1998-2000, 2005)
- Member, provincial Communications Committee (2001-03)
- Member, provincial Equity Issues Committee (2005-Present)
- School Representative: Roncalli Central High, Port Saunders; Templeton Collegiate, Gillams; Templeton Academy, Meadows

Statement

Growing up in the scenic Codroy Valley provided me with an appreciation and understanding for the importance of family, community, hard work, good schooling, helping others, and

volunteering. These early experiences were the catalysts to the pursuit of becoming a teacher in Newfoundland and Labrador.

My teaching career began in September 1990 as a substitute teacher for schools in Cook's Harbour and St. Anthony after graduating from MUN with a Bachelor of Science and a Bachelor of Education. In February 1991, I accepted a grade 7-12 science replacement position at Roncalli High School, Port Saunders where I eventually became tenured and enjoyed teaching for the next 9 years. In September 2000, I accepted a grade 7-12 vice-principal position at Templeton Collegiate, Gillams and as a result of the school consolidation process in the Western School District I am presently the vice-principal of Templeton Academy (K-12), Meadows.

My NLTA involvement and teaching career have provided me with opportunities to interact with individuals and groups who, like myself, are committed to advancing the educational environment in our schools, improving the working conditions of our teachers, and supporting our teachers in their professional development. This is not to say that I am satisfied with the progress made on a myriad of teachers' issues that were in the forefront of the NLTA's agenda when I first became involved in the Association. They include, but are not limited to, workload, preparation time, supervision, teacher rights, allocations, stress, disruptive students, the collective bargaining process, special services/ISSP, school restructuring, resources for teachers, and curriculum changes.

It is a reality that some of these issues will always be a work in progress. However, I have the determination and skills to work for you and help bring significant improvement to teachers' concerns. We are the NLTA. We have to take care of ourselves. I humbly ask you to provide me with the opportunity to represent the teachers of Newfoundland and Labrador.

Paul Pinsent

Two years have passed since last offering myself as a candidate for Provincial Executive. I would like to say thank you for the opportunity of serving these past two years. It has been a great experience.

I am pleased to have been a part of an Executive that has signed onto putting the underfunded pension issue to bed, as well as sponsoring Review Commissions on Pathways and Teacher Allocation. We are getting somewhere, albeit not as fast as many of our overworked teachers might want. Regardless of commission responses we must insist teacher workload and classroom concerns remain front and center on any future agenda. We need to keep the pressure on government and fully back initiatives that encourage "Hands Up" for education. In order to do so we must unite as one cohesive profession; a profession that is willing to understand where all of its members work and commit to protect their interests at all costs. Education is strong if we are strong.

In order to be strong we need to encourage more female participation in leadership roles. As chair of Equity Issues, I am proud to have played a part in offering teachers increased support for childcare expenses incurred while serving their Association. Female members make up a significant majority of our profession. It is in everyone's best interest to ensure teachers are equitably represented through its leadership. As a member of Finance and Property, it is troubling to see new deficits looming on the horizon. There must be a continued emphasis on finding ways to ensure our Association is fiscally sound. I desire to play a role in determining ways to curb expenses, while retaining the most crucial of teacher services and programs.

There needs to be continuity from one Executive to another, as well as an influx of new people with fresh fervor. If I am deemed ready for pasture by BGM 2007, I will humbly accept its wisdom. However, I feel that the experience I have gained these past two years make me an excellent candidate for re-election. I would like the opportunity to continue the job we started two years ago in bringing about a better reality for teachers and students in this province. My dedication to this goal is unwavering.

Paul Pinsent, B. Th., B.A., B. Ed., M.A.

Katherine Rowsell

- B.A. (Elem) 1984, M.Ed. (Learning Resources) 1994

My career spans levels K-12 where I have worked as substitute teacher, primary/elementary teacher, multigrade teacher, Learning Resources teacher and English, Social Studies and Technology teacher at the senior level. I am currently full-time Learning Resources teacher at Corner Brook High School.

I have been involved with Humber Branch since 1989 and am currently serving executive as Political Action Officer.

Past involvement with the NLTA

- School Rep (1999-2007)
- CONTACT 2006 Planning Committee
- Professional Issues in Teaching Committee (2003-05)
- Ad Hoc Committee on Special Interest Council Restructuring (2001-02)
- Provincial President, Learning Resources Council (1995-2000)
- Western Regional Learning Resources Council (1989-2001)
- Delegate (Alternate) BGM (2001)

Statement

In considering what makes me proud to be a teacher I reaffirmed three of my own profoundly held beliefs: 1) Teachers are professionals; 2) The diverse experiences of teachers in Newfoundland and Labrador provide the best source of knowledge for building a successful educational system; and 3) The collective wisdom of our members has contributed to the uniquely Made-in-Newfoundland tenants of the NLTA we have today.

I believe that whatever the issues our Association faces, whatever the challenges we encounter in our schools, whatever obstacles arise to hinder our professional growth, we the teachers working the frontlines, can deliver the solutions for an improved working environment if we have a strong, dedicated Provincial Executive to respond to our ideas with actions that lead to productive results. I would like to be a part of such an executive.

Working as a Learning Resources teacher I have garnered much experience working with colleagues from a wide variety of backgrounds. It is perhaps my best qualification for Provincial Executive membership that I have worked collaboratively with many teachers to successfully meet professional, curricular and personal objectives.

In times of change, when the rush of the current workday tends to overwhelm, it is important to focus on the important things, to be able to rely on an association that works to ensure teachers' working environments are a benefit to their personal life as well as to their students' academic success. For it is only when we have success in both personal and professional development will our Association grow towards its full potential.

I offer myself as candidate for Provincial Executive to work towards that objective. See you at Convention!

Gabriel Ryan

Education

- Bachelor of Arts (MUN) (1998)
- Bachelor of Education (MUN) (1999)
- Master of Education – Leadership (MUN) (2002)

Teaching Experience

- 1999-2000: French Teacher – Holy Cross School Complex, Eastport
- 2000-01: Substitute Teacher – Avalon East and West
- 2001-Present: French Immersion Teacher – Crescent Collegiate, Blaketown

NLTA Involvement

- 2001-02: Professional Development Officer – Upper Trinity South
- 2001-Present: Branch Executive – Upper Trinity South
- 2002-04: School Representative – Crescent Collegiate
- 2003: Delegate – BGM
- 2004-Present: Member – School Board-Teacher Liaison Committee
- 2004-Present: President – Upper Trinity South Branch
- 2005: Delegate – BGM
- 2005-Present: Member – Members Benefits and Services Committee
- 2006-Present: Member – Teacher Wellness Committee
- 2006-Present: Co-Chair – School Board-Teacher Liaison Committee
- 2007: Delegate – BGM

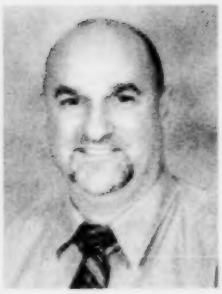
Statement

Over the past ten years, education in this province has undergone a drastic change. Many community-based schools have closed, hundreds of teaching positions have been eliminated, class sizes have increased, especially in urban areas, and the workload of teachers has grown exponentially as we are expected to deal with the melting pot of learning diversity that now defines the modern Newfoundland and Labrador classroom. Too many students are falling through the cracks of our educational system, an unfortunate reality that is having, and will continue to have, far-reaching negative implications for our society as a whole…unless we work tirelessly to change that pattern.

For the past six years, I have been actively involved with the NLTA. I have had the pleasure of meeting and working with so many people who want to improve educational opportunities for our youth and working conditions for our teachers. My involvement will continue for the foreseeable future and probably for the rest of my career. I believe in unionism and I also believe in respectful exchanges of ideas at every opportunity. My involvement with the School Board-Teacher Liaison Committee has shown me that we are being heard, but that current funding levels are inadequate. The government seems to understand the challenges, but seems unhurried in the implementation of effective remedies. It is time to address educational deficiencies now, borrowing if we must. The investment in our future will far outstrip the cost to current account.

I ask for your support at BGM 2007 so that I may continue to work with others for a collectively improved future.

Wade Verge



Hi Colleagues,
I consider it to be an honor to be nominated to serve teachers as a member of NLTA Provincial Executive. During the beginning years of my career I became involved with NLTA as a school representative and as a member of the Mathematics Special Interest Council and Technology Education Special Interest Council. Since that time I have filled many different professional positions. I spent two years in a small rural school on the Northern Peninsula teaching an array of science, mathematics and social studies courses in grades 7-12, followed by six years as a mathematics and science teacher in a fairly large high school in Central Newfoundland. For the past 14 years I have been a school administrator in three different schools including a 7-12 school, a senior high school and a K-12 school. Like many of you, I have gone through teacher strikes, support worker job actions, the Royal Commission of Inquiry, various models of Student Support Services delivery, KinderStart, Running Records, rubrics, board and school consolidations, wage freezes, school improvement, school development, professional growth plans and the list continues. In this period of pervasive change in our educational system I have witnessed one constant theme – as policies change, expectations rise and demands increase I remain fully convinced of one indisputable fact: "it is the classroom teacher that has the most influence on a child's education; it is the teacher that filters the demands, juggles the tasks and takes the risks needed in order to ensure that the needs of children are being addressed."

Having served several years as a member of the Notre Dame Branch Executive including four years as Branch President, four years as President of Regional #6 of the School Administrators Council, one year as President of the Provincial School Administrators Council and one year as a member of the Board of Directors of the Canadian Association of Principals, I will bring a set of diverse and valuable experiences to the Provincial Executive table. I will use my experience and my voice to bring about improved working and living conditions for all members of the Newfoundland and Labrador Teachers' Association.

Special thanks to my friends and colleagues in Notre Dame Branch for endorsing my nomination; I appreciate your support.

Jeanne Williams

Academic Qualifications
- B.A., B.Ed., Dip.Ad.Ed, Diploma IT, M.Ed (IT)

Teaching Background
- 15 years Teaching Experience
  - Classroom Teacher/ Technology Education 8-12/Social Studies
  - Network Administrator
  - Discovery Collegiate, Bonavista (9 years)
  - Roncalli Central High, Avondale (6 years)

NLTA Experience
- NLTA Provincial Executive (2005-07)
- Professional Issues in Teaching Committee
- Finance and Property Committee
- School Board-Teacher Liaison Committee Eastern Region
- Landfall Branch Executive Member (9 years)
  - Vice-President
  - Communications Officer
  - Professional Development Officer
- Conception Bay Centre Branch Executive Member (5 years)
  - Vice-President
  - Treasurer
  - Secretary
- Attended 7 AGM/BGM
- CONTACT Delegate (3 years): PEI, New Brunswick and Corner Brook, NL

Statement
As a member of your Provincial Executive for 2005-07 I've had discussions with teachers from different parts of the Province about issues that concern them. I have done my best to ensure that their positions were presented to the Executive Table.

In the term 2007-09 I want to continue to be a voice for teachers. I want to see the successful negotiation of a Collective Agreement. I want to see a significant improvement in teacher workload and other working conditions. I want to see us move forward on the complete review of our Association. This review will enable us to identify where we should utilize our limited resources to best serve the needs of teachers.

With your support and the support of your representative at Convention I will continue to speak on your behalf.

Resolutions to Convention 2007

Category A: Professional Development

Inservicing for Pathways Program

1. That all teachers, especially new and returning teachers, receive adequate inservicing on the Pathways program. **(Lake Melville)**

Role of NLTA in Teacher Professional Development

2. That the NLTA review its role in teacher professional development and clarify the NLTA's financial responsibilities in comparison to the provincial Department of Education and school districts. **(Bay Roberts)**
Explanatory Note: *Should teachers be paying for their own professional development if it is a result of the Department of Education implementation of programs and/or initiatives?*

Category B: Association

NLTA Publications via Electronic Communication

3. That all Association correspondence and publications to members be via electronic communication. **(Bay Roberts)**
Explanatory Note: *This would save costs, be environmentally beneficial and see the Association in a leadership role in promotion of technology.*

Association Budget

4. That the NLTA not be permitted to carry a deficit and that if a deficit is forecast, the NLTA reduce its operating expenses to balance the budget and develop a plan to be submitted to Joint Council for approval. **(Appalachia)**
Explanatory Note: *NLTA's revenue is steadily declining and the Association must be fiscally responsible.*

Expenses for Candidates for President and Vice-President

5. That all related expenses incurred while a candidate is seeking office as President and/or Vice-President of NLTA be considered professional dues for the purpose of tax deduction. **(Landfall)**
Explanatory Note: *There is a great financial burden placed on any member who offers him/herself for office in NLTA. Giving a tax break might create a more level playing field and encourage others to seek office. Related expenses are (but not limited to) the following: salary lost because of leave without pay, travel expenses, accommodation and meals while travelling.*

6. That NLTA reimburse presidential and vice-presidential candidates a maximum of $250 for receipted travel expenses related to their campaign. **(Appalachia)**
Explanatory Note: *Due to the distances that candidates may cover in order to speak to teachers, it is felt that some financial reimbursement should be available.*

Debate for Presidential and Vice-Presidential Candidates

7. That in future elections the NLTA investigate the possibility of sponsoring a televised debate between candidates for the Presidency and Vice-Presidency of the NLTA. **(Marconi)**
Explanatory Note: *This would cut down on candidate expenses trying to meet teachers throughout the province, would afford teachers the opportunity to make an informed decision when voting, and would also inform substitute teachers and the general public.*

External Review for the Association

8. That the Provincial Executive develop a plan of action and establish the parameters of an external review by the end of the 2007-08 school year. **(Appalachia)**
Explanatory Note: *The Provincial Executive must have a fiscally responsible financial plan for the Association.*

Affiliation with Canadian Teachers' Federation

9. That the NLTA provide to the membership a list of benefits and services being provided by the Canadian Teachers' Federation. **(Bay Roberts)**
Explanatory Note: *The Association should clarify to the membership the rationale for participation in CTF.*

10. That the NLTA undertake a cost-benefit analysis of the Association's participation in the Canadian Teachers' Federation. **(Bay Roberts)**
Explanatory Note: *There should be clarification of how the purchase of these services would compare to the cost of membership in CTF.*

Timing of Convention

11. That the NLTA BGM be moved from Easter vacation week. **(Conception Bay South)**
Explanatory Note: *Teacher well being is enhanced through a healthy pacing of the school year, and holidays are vital to*

reduction in stress and our physical, emotional and psychological health. The NLTA promotes this cause and needs to put this philosophy into practice by keeping our Easter vacation time business free. Late summer or time off with pay during the school year would better serve the well being of teachers.

Branch Rebates for Substitute Teachers

12. That the NLTA change its procedure of funding branches for substitute teacher rebates. **(Exploits Valley)**
Explanatory Note: *The current practice is time consuming for branch executive to call all substitutes. The contact at the beginning of the year does not guarantee that all of the contacted teachers can be counted in a branch's numbers. If a list from school boards stating who substituted before the deadline could be used it would reduce teacher (branch executive) workload.*

Discussions with the Nova Central School Board suggest that the board would be willing to work out some sort of way to accommodate the branches. The issue was introduced at a school board-teacher liaison committee meeting but the infrequency of meetings hampers follow up on the topic. Staff personnel at NLTA have a working relationship with the school boards which would keep the topic on the table so it can be resolved before the beginning of the next school year. This is when it needs to be put in place.

Category C: Benefits and Economic Services

Honorariums to Cooperating Teachers for MUN Interns

13. That the NLTA enter into talks with appropriate agencies to facilitate a process whereby any honorariums given during the teacher internship program be directed to the cooperating teacher. **(Deer Lake)**
Explanatory Note: *Currently, there is no direction as to how the monies from honorariums are allocated. Some cooperating teachers receive all of it, some receive a portion, while others never see a penny. It should be given to the cooperating teacher and this should be consistent across the school boards.*

Student Assistants

14. That the NLTA support NAPE in efforts to increase student assistant hours and to coordinate services for the best interest of special needs students. **(Lake Melville)**

Teacher Evaluation

15. That Article 12.01(b) (Termination of Contracts) be amended to include ... unless the board did not follow Article 14 – Evaluation. **(Humber)**
Explanatory Note: *Probationary teachers should have the right to an informed written evaluation.*

16. That a teacher's self-written Individual Learning (or Growth) Plan not be considered a formative and/or summative evaluation report. **(Humber)**
Explanatory Note: *The ILP contains goals set by a teacher for his/her own self-directed professional development.*

17. That all results of the evaluation process be provided to the teacher in written form. **(Humber)**

Occupational Health and Safety

18. That whenever teachers are required to relocate, adequate and appropriate support staff be provided to complete the move. **(Humber)**

19. That whenever teachers are required to relocate due to mould or other hazardous materials within the classroom or building, appropriate safeguards be put in place to protect their health and safety. **(Humber)**
Explanatory Note: *Safeguards such as training, proper disposal methods, identification of and dissemination of test results should be put in place so that an informed consent to work in an environment deemed hazardous to health can be given.*

Teacher Hiring and Transfers

20. That the NLTA, during negotiations, make every effort to remove the word "suitability" from all appropriate sections of the contract pertaining to the hiring/transfer of teachers. **(Deer Lake)**
Explanatory Note: *"Suitability" is very subjective and is open to a wide variety of interpretations.*

Advertisements for Teaching Positions

21. That the NLTA enter into talks with the school boards to encourage them to use specific qualification language when advertising positions. **(Deer Lake)**
Explanatory Note: *Presently, boards use the term "preferred qualifications". Preferred is another name for suitability. Boards can hire and justify it by saying that they prefer these qualifications but don't necessarily want them.*

Compensation for Specialist Teachers

22. That specialist teachers who travel for other duties (i.e. crisis intervention teams, inservicing, etc.) be compensated for their time. **(Lake Melville)**

Teacher Salaries

23. That teachers be paid an annual salary on a bi-weekly basis. **(Lake Melville)**
Explanatory Note: *Article 22.05 (Method of Payment) requires that the pay day occur early if the regular pay day falls during the Christmas or spring break. When this occurs, it disrupts the regular bi-weekly pay period.*

24. That NLTA contracts reflect the reality of 52 weeks (26 pay periods) yearly, regardless of the beginning date of new contracts. **(Conception Bay South)**
Explanatory Note: *Some years there is a three-week time between the end of the last pay day in August and the first pay day in September. This can be avoided by aligning our pay periods to a continuous two-week basis, regardless of beginning and end dates of contracts, as other unions have already proven in their contracts. A teaching year may have been only ten months' pay years ago, but the reality of today's structure of finances requires uninterrupted pay for us.*

Teaching Assistants in Schools

25. That the NLTA work to have "teaching assistants" placed in primary classrooms to help teachers with all the children in their classes. **(Lake Melville)**

Travel on Business for the School Board

26. That Articles 25.01 and 25.02 (Travel Allowances) be reaffirmed and that the NLTA make teachers aware of their rights under this article and inform the employer of this action. **(Bay Roberts)**
Explanatory Note: *At present, a number of school boards require teachers who are attending professional development sessions to cover the cost of travel and meals.*

Opening and Closing Time of Schools

27. That the NLTA consult the membership and the Department of Education for the purpose of considering an adjustment to the opening and closing time of schools in September and June to possibly allow for more vacation times during the school year. **(Bay Roberts)**
Explanatory Note: *Teachers agreed to teach five extra days, but not to shorten the number of holidays, e.g. Christmas holidays have become shorter.*

Substitute Teachers

28. That, in accordance with Article 49.08 (Substitute Teachers), the "TACS" system be adjusted to ensure that teachers working for 20 or more continuous days in the same position be immediately considered a replacement teacher. **(Bay Roberts)**
Explanatory Note: *Administrators are required to report weekly, therefore substitutes who eventually work for 20 consecutive days in one position do not benefit from rights to which they are entitled under Article 49.08.*

29. That substitute teachers not be paid by students so that permanent/part-time teachers can accompany teams/groups travelling to tournaments, competitions or events. **(St. John's Centre)**
Explanatory Note: *There are no apparent conditions associated with this practice. Also, if the school board grants leave it is assumed to be paid leave. Why should students be fundraising to pay for substitutes when the board is granting paid leave.*

Teacher Leaves

30. That the Association adjust the criteria for application of educational leave to allow access by all tenured teachers as per Article 20.01 (Educational Leave). **(Bay Roberts)**
Explanatory Note: *Present restrictions are seen as a penalty by new teachers and do not reflect current educational trends. Many new teachers choose to further their education very early in their careers.*

31. That days allocated under Article 18.05 (Professional Leaves) be separate from and not included with days allocated in Article 18.03 (Family Leave). **(Bay Roberts and St. John's Centre)**
Explanatory Note: *School boards have allocated a bank of days to schools that included days allocated for Article 18.03 and Article 18.05. There needs to be a separation in regards to family and professional development so that teachers clearly understand their entitlements.* ***(Bay Roberts)***
Teachers feel pressured to take sick leave days over family leave days. This is sometimes either implied or in some cases stated. Also, leave for board workshops, meetings, presentations, etc., come from discretionary leave days. Teachers have at times refused to attend these sessions at the board because the leave is coming out of the discretionary leave. ***(St. John's Centre)***

32. That Article 18.03 (Family Leave) be amended by changing the word "may" to the word "shall". **(Bay Roberts)**
Explanatory Note: *At present these days as allocated under Article 18.03 are discretionary and included with a bank of days allocated to schools and left for the administration to adjudicate. The days, as allocated, are not meeting the needs of teachers in the province.*

33. That the NLTA seek to have paid "military leave" provided for teachers who serve their country as part-time employees of the Canadian Armed Forces. **(Conception Bay South)**
Explanatory Note: *Many teachers are volunteers and part-time employees with the Canadian Armed Forces. It is a common practice for businesses and other unions to provide leave for such employees to attend training sessions and exercises.*

Survey re Teaching Duties

34. That the NLTA survey teachers to determine the extent to which teachers feel they are being asked to perform duties that they feel are unfair and outside the collective agreement. **(St. John's Centre)**
Explanatory Note: *Teachers are not only being asked to supervise extracurricular activities, coach teams and accompany groups to many different functions, but in some cases duties are being assigned to teachers without any input or consultation.*

Specialized Equipment to Perform Teaching Duties

35. That the NLTA require the employer to provide all necessary supports for teachers with medically diagnosed

conditions requiring specialized equipment to help them perform their duties. **(St. John's Centre)**
Explanatory Note: *Teachers who are allergic to chalk dust are provided with white boards by the school boards. Specialized chairs are provided to teachers. There are incidents where equipment and devices are provided for some teachers but not for others.*

Employee Assistance Program

36. That travel expenses reimbursed to members attending employee assistance programs be the same as those reimbursed to any other members on NLTA business. **(Landfall)**
Explanatory Note: *The members who are in a position to avail of those programs should not be challenged to find the money to take part. A close look at the "support" will show that the level of financial input by the Association is far less than the actual cost to the member to participate.*

Pre-Retirement Seminars

37. That travel expenses reimbursed to members attending pre-retirement seminars be the same as those reimbursed to any other members on NLTA business. **(Landfall)**
See Explanatory Note for Resolution 36 above.

Injury on Duty/Workers' Compensation

38. That NLTA seek to reinstate the injury on duty leave that would permit teachers who are injured in any job related accident to be placed on special leave with pay equivalent to sick leave. **(Landfall)**
See Explanatory Note for Resolution 39 below.

39. That should the Workers' Compensation Act still apply to teachers, the Act shall apply in addition to the injury on duty leave as described in the Collective Agreement. **(Landfall)**
Explanatory Note: *A teacher who is injured on duty must take a substantial cut in salary. Also, many of the supposed "extra benefits" are not available or non-existent. Recently it has been discovered that any benefit paid out to an injured worker will be clawed back from the Canada Pension benefit on reaching age 65. Not only does the worker have to suffer the pain of an on-duty injury, but (s)he also has to suffer the indignity of having to take a substantial loss in salary. Further, recently it has been made public that the WCB has a substantial surplus in its account, so much so that it has been returning to employers a percentage of the employer contribution. The benefit has not improved. Finally, this leave shall not interfere with the sick leave available under the Collective Agreement.*

Group Insurance Plan

40. That the dental plan cover a portion of the cost for orthodontics and bridges, such amount to be determined by the Group Insurance Committee. **(Appalachia)**
Explanatory Note: *Current dental coverage is inadequate.*

41. That the dental plan reimburse members 80% of the rates based on the Newfoundland and Labrador Dental Association Suggested Fee Guide for the current year. **(Appalachia)**
Explanatory Note: *Members are not being reimbursed for 80% of the current rate.*

42. That the Group Insurance Committee re-evaluate the maximum amount of reimbursement for eyeglasses to be more in line with similar plans across the country. **(Appalachia)**
Explanatory Note: *The current reimbursement maximum amount of $125 is insufficient.*

43. That NLTA actively pursue the inclusion of fertility drugs in the NLTA Health Insurance Plan. **(Humber)**
Explanatory Note: *Infertility is a health problem for a number of teachers; it is also a very sensitive and private issue for most. The cost on average is not unreasonable when you consider the number of times the drugs would be used. Many other drugs covered under the plan are used for extended periods of time, maybe even a lifetime, and the cost incurred is extraordinary.*

Current Policy

Lunch Hour Supervision

44. That lunch hour supervision duty be provided by persons other than teachers so that all teachers can have an uninterrupted lunch break. **(Lake Melville)**
(Current policy on Supervision, Section 3.c) of Teacher Workload policy.)

Notice of Motion for By-Law Change

Election of the President and Vice-President

45. That the positions of President and Vice-President of the NLTA be elected at BGM. **(Deer Lake)**
Explanatory Note: *We have had three province-wide votes. There has been a substantial decline in the number of candidates to run for these positions. As well, the membership relies heavily on the advice of school reps, executive members and branch presidents when casting their vote. We should have our President and Vice-President elected by the informed delegates at BGM, as they have many more opportunities to get to know the candidates.*

Proposed NLTA By-Law Changes

Eight proposed changes to the NLTA By-Laws meet the voting requirements for the 2007 BGM. Five changes to the By-Laws are being presented by the Provincial Executive. In addition, prior to the deadline for receipt of by-law changes for the 2007 BGM, the Exploits Valley Branch submitted one proposed by-law change and the Marconi Branch submitted two proposed by-law changes.

Please note that throughout this memo additions appear in **bold** print and deletions in ~~strikeout~~.

In considering these proposed By-Law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.

Proposed By-Law Changes from Provincial Executive

1. VOTING STATUS FOR SPECIAL INTEREST COUNCILS AT BGM

a) **By-Law IX.E.(3) – Local or Regional Branches and Special Interest Councils (Special Interest Councils)**
That By-Law IX.E.(3) – Local or Regional Branches and Special Interest Councils (Special Interest Councils) be amended by replacing the words "an observer" with the words "one delegate", so that the subsection would read:
"May send ~~an observer~~ **one delegate** from each Council to the Provincial Association's Convention, the cost of which to be covered by the Association's Convention Budget."

b) **By-Law X. – Convention**
That By-Law X. – Convention be amended by:
i) inserting the following sentence before the final sentence of the by-law:
"In addition, each special interest council shall be permitted to be represented at the Convention by one delegate, as per By-Law IX.E.(3).", and
ii) adding the words "or special interest council" after the word "branch" where it appears both times in the final sentence of By-Law X so that the revised sentence would read:
"A delegate to Convention shall use his/her discretionary powers as per the best interests of his/her branch **or special interest council** but must speak as his/her branch **or special interest council** wishes if s/he is so directed."

c) **By-law XI.C. – Nominations and Election for Executive**
That By-Law XI.C. – Nominations and Election for Executive be amended by adding the words "and special interest councils" after the word "branches" where it appears both times in the subsection so that it would read:
"Nominees are free to contact branches **and special interest councils** in any way they see fit keeping in mind the professional Code of Ethics and branches **and special interest councils** may or may not instruct delegates to the Convention as they see fit, with the understanding that after the first ballot is cast at the Convention, delegates are released from their instructions and may vote at their discretion."

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: In September 2005 the Provincial Executive decided to review the place of special interest councils within the legislative side of the Association so that appropriate by-law changes to give voting status to special interest councils at BGM could be put forward and supported by Executive at BGM 2007. With the restructuring of the councils, every teacher will now be a member of one of the "levels-based" councils, and it is hoped that there will be renewed activity of the councils in teacher professional development. In addition, the number of councils has been significantly reduced. It is the position of Executive that this is the appropriate time to grant voting status to our special interest councils at BGM. Executive is therefore recommending that these proposed by-law changes be accepted.

Among the teacher organizations across Canada, the Nova Scotia Teachers Union is the one organization which provides voting rights to its special interest councils at their Annual General Meeting. Coincidentally, this change occurred at their 2006 AGM and will be in effect for 2007.

In accordance with Section 5.(4) of the NLTA Act, if approved by the required two-thirds vote at the BGM, an amendment to the by-laws "shall come into operation immediately". Thus, if

this proposed by-law receives the required two-thirds majority vote, it would mean that the seated observers who are present from the special interest councils at the 2007 BGM would then have the status of delegates effective immediately.

2. **BIOGRAPHICAL SKETCH AND ELECTION STATEMENT SUBMITTED BY CANDIDATE FOR ELECTION**

By-Law XII.A.(3) and (4) – Nominating and Election Procedures for Officers

That By-Law XII.A.(3) and (4) – Nominating and Election Procedures for Officers be amended by deleting the words "a short biographical sketch, an election statement, and" from the second sentence of By-Law XII.A.(3) and by replacing the word "nominations" in the second sentence of By-Law XII.A.(4) with the words "a nomination, a short biographical sketch and an election statement." The sections would then read as follows:

"(3) That the Electoral Committee, as appointed under By-Law XV.B., receive nominations for the office of President and Vice-President up to thirty (30) days before the date of the election. Such nominations must be accompanied by ~~a short biographical sketch, an election statement, and~~ a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.

(4) Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee, as appointed under By-Law XV.B., within two weeks of receipt of each nomination. For publication in *The Bulletin*, ~~nominations~~ **a nomination, a short biographical sketch and an election statement** must be postmarked not later than the date which is two months prior to the date of the election."

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: Following a review of the 2005 province-wide election, the Electoral Committee noted that some concern had come to light regarding the fact that a biographical sketch and an election statement must be submitted by a candidate for President or Vice-President with their nomination, even though the nomination might be submitted several months before the deadline for the election edition of *The Bulletin*. Most candidates submit their nominations early in the school year when they officially begin to campaign since election guidelines state that the Association will communicate only with officially nominated candidates and that no advertising in Association publications will be permitted until a person is officially nominated. However, the biographical information and election statement are not really required until the deadline date for the election edition of *The Bulletin*, which is two months prior to the election.

Therefore, Executive is recommending that the requirement that such information be submitted with the nomination be removed and, instead, that deadline for receipt of same be tied to the final deadline for nominations which are to be published in the election edition of *The Bulletin*.

3. **TECHNICAL AMENDMENT RE PUBLISHING OF INFORMATION ON CANDIDATES FOR ELECTION AS PRESIDENT AND VICE-PRESIDENT IN *THE BULLETIN***

By-Law XII.B. – Nominating and Election Procedures for Officers

That By-Law XII.B. – Nominating and Election Procedures for Officers be amended by replacing the word "a" with the word "The" before the word "Bulletin" and by replacing the words "as per By-Law XI.B." with the words "at least one month prior to the date of the election". The section would then read: "Photographs and information on candidates referred to in XII.A.(3) must be published in **a *The Bulletin*** ~~as per By-Law XI.B.~~ **at least one month prior to the date of the election.**"

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: This section of By-Law XII referred to a similar section in By-Law XI – Nominations and Elections for Executive which stated that information on candidates for election would be published in the Convention edition of *The Bulletin*. Since the election of the President and Vice-President is now held prior to Convention and the information on the candidates is printed in an Election edition of *The Bulletin*, rather than the Convention edition, Executive is recommending the above change to this by-law.

4. **TECHNICAL AMENDMENT IN THE EVENT OF A TIE BETWEEN CANDIDATES FOR ELECTION AS PRESIDENT AND VICE-PRESIDENT**

By-Law XII.D.(6) – Nominating and Election Procedures for Officers (Balloting)

That By-Law XII.D.(6) – Nominating and Election Procedures for Officers (Balloting) be amended by deleting the words "newly elected" so that the section would read: "In the event of a tie on a ballot with only two candidates, a vote of the ~~newly elected~~ Executive Council will decide the issue."

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: At the 2005 BGM a by-law change was accepted to change the timing of the province-wide election for President and Vice-President from May to February. When this change was made the corresponding change to By-Law XII.D.(6) to have the current Provincial Executive rather than the newly elected Executive break any tie that occurred between candidates was inadvertently omitted. Therefore, Executive is recommending this change to make the by-law consistent with the timing of the election.

5. Changes to By-Laws Dealing with Professional Relations Disputes and Discipline

By-Law XXII. – Membership Standards & New By-Law XXIII. – Discipline

That the current By-Law XXII – Discipline be renamed "Membership Standards" and that a new By-Law XXIII – Discipline be added as follows, with the remaining by-laws renumbered accordingly:

"By-Law XXIII – Discipline

(1) Where Executive has designated an administrative officer to inquire into a complaint pursuant to Section 17(1) of the Act, the person complaining and the member complained of shall be so advised and the member complained of shall at the same time be provided with a copy of the written complaint.

(2) Where, prior to inquiring into the complaint, the administrative officer designated by the Executive believes that the complaint is susceptible to mediation, he/she may offer the services of another administrative officer to mediate the complaint between the member complained of and the person complaining.

(3) With the agreement of both persons, the other administrative officer may attempt to mediate a resolution of the complaint between the person complaining and the member complained of for a period of 45 days or such longer period as the administrative officer considers beneficial and both the person complaining and the member complained of agree.

(4) An administrative officer mediating a complaint shall keep confidential all discussions among himself/herself, the person complaining and the member complained of other than the fact of a resolution being reached or not reached and shall not provide to an administrative officer inquiring into the complaint pursuant to Section 17(1) of the Act any information whatsoever pertaining to the complaint.

(5) If the other administrative officer is successful in mediating a resolution to the complaint, the person complaining and the member complained of shall notify the Executive in writing that the complaint is withdrawn.

(6) If a resolution to the complaint has not been achieved by the mediating administrative officer within the time provided, then he/she shall so advise the administrative officer designated by the Executive to inquire into the complaint, who shall thereupon do all such things as may be required of him/her under Section 17 of the Act."

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: This change involves the adoption of a new By-Law XXIII. – Discipline that will replace the current NLTA policy that establishes a Professional Relations Commission. The new by-law places an emphasis on mediation and creates a more practical approach in attempting to resolve professional relations disputes between colleagues. The by-law changes, in conjunction with the appropriate policy changes, would apply to all cases of alleged unprofessional conduct, breaches of the Code of Ethics and other conflict between colleagues. Access to the Disciplinary Committee would still be available in cases when mediation is unsuccessful or not appropriate to the situation.

The Disciplinary Review Board, as established in By-Law XXII.(7), now renamed "Membership Standards", would continue to deal exclusively with the review of disciplinary decisions made by Provincial Executive in cases of alleged breaches of the standards of membership (e.g. failure to follow Association directions during a legitimate job action). Any complaint made to the Executive Director that relates to an alleged breach of the standards of membership would be referred directly to Provincial Executive.

Therefore, the Executive is recommending these proposed changes to bring the by-laws in line with current practice in handling professional relations disputes among colleagues.

Proposed By-Law Changes from Branches

1. Election of the President and Vice-President After One Ballot - No Run-Off Ballot (Exploits Valley)

Motion from the Branch:

That the NLTA look at changing its policy on the election of president and vice-president of the Association. Have the winner declared on a majority vote, instead of the existing policy of a winner needing 50% plus 1. (*We have clarified with the branch that their intent here is to have the person with the greatest number of votes declared elected, regardless of whether or not they have received 50% + 1 of the votes cast. That is, no second ballot would be held when there are more than two candidates and no candidate has received a clear majority on the original ballot.*)

Wording of Appropriate By-Law Changes:

That By-Law XII.D. – Nominating and Election Procedures for Officers (Balloting) be amended by:

a) replacing the current subsection (4) with a new subsection (4) as follows:

"~~In order to be elected~~ A candidate ~~must receive a majority~~ **receiving the greatest number** of votes of the active members voting **will be declared elected**.";

b) repealing subsection (5) which reads:

"~~If no majority of votes of the active member voting is registered on the initial ballot, where more than two candidates are involved, all but the two candidates receiving the highest~~

~~number of votes shall be dropped and a deciding ballot shall be held within fourteen (14) days of the original ballot.~~"; and

c) replacing the current subsection (6) with a new subsection (6) as follows:

"In the event of ~~a tie on a ballot with only~~ two candidates **receiving the same and greatest number of votes**, a vote of the ~~newly elected~~ Executive Council ~~will decide the issue~~ **shall resolve the tie**." and then renumbering it as subsection (5).

Rationale from the Branch:

In these times of fiscal restraint, the Association should look at ways of reducing costs of operation. The present policy virtually sets up a run-off election between the top two candidates. This costs the Association extra money, unnecessarily, and therefore should be eliminated. This change in policy would also fall in line with the existing practice of our provincial election of MHAs.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: The proposed amendment from Exploit's Valley Branch is to amend the election procedures for President and Vice-President so that no second ballot would be required in the event that there are more than two candidates on the first ballot and neither candidate receives an absolute majority. The Provincial Executive feels that it is important for the President to be elected by vote of a majority of the members voting. To do otherwise could call into question the elected President's mandate to represent and speak on behalf of the full membership. Therefore, Executive is recommending defeat of these proposed by-law changes.

2. OPTION FOR THE PRESIDENT AND VICE-PRESIDENT TO SEEK A SECOND TERM OF OFFICE (MARCONI BRANCH)

Motion from the Branch: Be it resolved that the President and Vice-President of NLTA will have the option of seeking office for a 'second term'.

Wording of Appropriate By-Law Change:

That By-Law XIII.A.(3) – Duties of Officers (Office of the President) be amended to add the words "more than" before the word "two" and read as follows:

"The office shall not be held for **more than** two successive terms by the same person. A portion of a term shall be considered as a full term."

Rationale from the Branch:

The President and Vice-President of our Association need time to familiarize themselves with their complex roles and to establish themselves as well-known public figures. Under the current system, the President is only getting to truly understand their role when their term finishes. As members of NLTA we have to ask if we are getting the best return for the investment that has been made vis-à-vis the individuals who are elected to the highest office in our Association. Some questions:

- Do our President and Vice-President have a high recognition value among NLTA members and the public as a whole? How many members of the public could name the President and Vice-President of NLTA?
- Are our President and Vice-President as well known, for instance, as the Presidents of NAPE, CUPE, the Nurses Union, etc.?
- Because s/he is not concerned about a 'second term of office', does the President, in particular, have a well-defined mandate? Or, is s/he simply a 'figure head'?
- Do our President and Vice-President have the necessary time to achieve their mandates?
- Does continuity of programs/mandates suffer because we change our President and Vice-President every two years?
- Do our President and Vice-President have the necessary time to develop meaningful connections with other power brokers in the province/country (e.g. the Board of Trade, municipal and union leaders, leaders of other educational institutions, etc.)?
- How accountable is the President to the membership after s/he is elected especially given that our 'parliament' now convenes only once every two years?
- Would the lure of a second term of office require Presidents and Vice-Principals to make a concerted effort to be more "effective" (i.e. more visible, more outspoken, more proactive, more accountable, etc.) during their first term of office?

Presidents and Vice-Presidents, who were deemed weak, would simply not be re-elected if they chose to run for a second term.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: In determining what recommendation to make concerning Executive's position on this proposed amendment, a number of issues were noted. It was recognized that, if a President were serving a second two-year term, the experience as President would carry over from the first two-year term and that a President who is in the position for four years as opposed to two would be more recognizable as the Association's spokesperson in the media and with other unions and education stakeholders. However, a number of negative points were noted including:

- Would there be a need for someone to replace the current president while he/she is campaigning for a second term?
- Would the current president be using his/her office and time to campaign?
- Would re-campaigning during a term of office affect the president's ability to carry out his/her responsibilities?

- Would we end up having a second election by acclamation, as other members would likely be reluctant to run against the incumbent?
- It could discourage potential involvement on Executive, and as president or vice-president, as the number of individuals who would eventually serve as president would be reduced by half.
- There would be four potential election campaigns for a person running for vice-president for the first time (two for vice-president and two for president), with significant expenses for the candidates. This could also discourage potential candidates.

Therefore, Executive is recommending defeat of this proposed by-law change.

3. No Limitation on Number of Successive Terms of Office for the President (Marconi)

Motion from the Branch:
Be it resolved that By-Law XIII.A.(3), which relates to the term of Presidency and states that "The office shall not be held for two successive terms by the same person. A portion of a term shall be considered as a full term", be deleted.

Wording of Appropriate By-Law Change:
That Section (3) of By-Law XIII.A. – Duties of Officers (Office of the President) be deleted with the remaining subsection renumbered. It states:
"~~The office shall not be held for two successive terms by the same person. A portion of a term shall be considered as a full term~~."

Rationale from the Branch:
This by-law unduly limits the freedom of members of the Association to re-elect a President, if they so choose.

Recommendation from Provincial Executive: DEFEAT

Rationale for Executive's Recommendation: This proposal would delete any limitation on the number of successive terms for the President to continue to hold office. The Provincial Executive believes that the negative effects of allowing a President to serve for two consecutive terms (see Executive rationale under No. 2 above) would only be compounded further if a President were permitted to retain the office until he/she was voted out. Therefore, Executive is recommending defeat of this proposed by-law change.

Delegates to Convention 2007

(a) – alternate; (aa) – funded alternate for branches with less than 100 members

Appalachia [274/3]	Jeffrey Blundon, David Warren, Garry Leyte; Elizabeth Gillingham (a)
Aurora [62/1/1]	Tom O'Rielly; Denise Morris (aa)
Baccalieu [64/1/1]	Roger Green; Marlene Leshane (aa)
Baie Verte Peninsula [96/1/1]	Shawn Tibbo; Roxie Snow (aa)
Bay d'Espoir [44/1/1]	Shawn Fowlow; Marie Ingram (aa); Calvin Strickland (a)
Bay Roberts [209/3]	Clarence Mercer, Selby Lynch, Kevin Mercer; Kevin Giles (a)
Bell Island [41/1/1]	
Belle Mer [45/1/1]	Brian Bartlett; Irma Moores (aa)
Belleoram-Wreck Cove [25/1/1]	Calvin Blagdon; Derrick Bakee (aa)
Bremco [39/1/1]	
Burgeo [20/1/1]	Ruth Tucker
Burin-Marystown [161/2]	
Carbonear [110/2]	Joseph Lafitte, Sharon Penney
Churchill Falls [18/1/1]	Nicola Jackowski; Leonia Baikie (aa)
Clarenbridge [188/2]	Art Winsor, Colette Oldford-Short; Gerald Giles (a)
Coastal Labrador South [59/1/1]	Geoffrey Penney; Bonnie Rumbolt (aa)
Conception Bay Centre [49/1/1]	
Conception Bay South [335/4]	Robert Kelsey, Kim Bourgeois, Tony Pretty, Donna Reddick
Deer Lake [118/2]	Sherri Rose, Jeanette Piercey
Exploits Valley [283/3]	
Fogo Island [26/1/1]	
Ganova [257/3]	
GranForLine [56/1/1]	
Green Bay [98/1/1]	Rick LeDrew; Kevin Pollard (aa); Timothy House (a)
Hamilton Sound [64/1/1]	Craig Hicks; Sheena Jackman (aa)
Harton [27/1/1]	Bill Snook; Dominic Ricketts (aa)
Humber [352/4]	Aiden Chaytor, Mary Cormier Forsey, Glenn MacArthur, Katherine Rowsell; Georgina Etheridge (a)
Ingornachoix [32/1/1]	
Labrador West [94/1/1]	Randy Neville; Rose Neville (aa)
Lake Melville [157/2]	Sandra Quigley, Elaine O'Toole
Landfall [76/1/1]	Paula Smith; Ethel Park (aa); Nicole Short (a)
Long Range [49/1/1]	Jean Murphy; Cheyanne Biggin (aa)
Marconi [572/6]	Brenda Beresford, Wayne Barry, Jeannette Blackwood, Mary Jane Maloney, Norma Summers, Chesley West; Jacqueline Rockett (a)
Northern Light [33/1/1]	
Notre Dame [151/2]	Wade Verge, Craig Tucker
Nutak Labradorimi [110/2]	Ray Bennett, Kevin Jacque
Placentia [67/1/1]	Melvin Critch
Port aux Basques [100/2]	Colin Short; Steve Drover (aa)

Delegates (continued)

Rameaux [16/1/1]	Leo Freeborn; Lester Gould (aa)
Rushoon-Terrenceville [53/1/1]	Trudy Whittle-Upshall; Patrick Whiffen (aa)
St. Brendan's [5/1/1]	Todd Reid; Elizabeth O'Rielly (aa); Anita Kelly (a)
St. John's Centre [410/5]	Mario Simon, Sean Colford, David Locke, Jonathan Mauger, James Parsons; Colleen Martin-Ward (a)
St. Mary's Bay	*Branch Not Registered*
Seagaulher [20/1/1]	Derek Drover; Jonathan Skinner (aa)
Southern Shore [88/1/1]	
Table Mountain [20/1/1]	Tina Ryan; Debbie Pelley (aa); Graydon Pelley (a)
Taylor's Brook [15/1/1]	Janice House; Natalie Jackson (aa)
Trinity-Deadman's Bay [49/1/1]	Emerson Cooze; Phyllis Dyke (aa)
Trinity, Trinity Bay [15/1/1]	Earle Pike; Allison North (aa)
Upper Trinity South [92/1/1]	
Waterford Valley [593/6]	

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